



April 2008

2007 Total Compensation Supplemental Out-of-State Survey

Department of Personnel Administration
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Executive Summary

The 2007 Total Compensation Survey includes a survey of three benchmark classifications with salary and benefits data from other states that the Department of Personnel Administration (DPA) administered internally. These three classifications are a supplement to the 2007 Total Compensation Survey conducted by CPS. The specifications indicated that the State is responsible for carrying out the duties of the three classifications. Consequently, there are no comparables at the local level. The survey results are the following:

- ◆ Compliance Representatives monthly total compensation lead is 11.7 percent or \$704 when compared to eleven other states.
- ◆ Licensing-Registration Examiners monthly total compensation lead is 5.3 percent (\$258).
- ◆ The highest California lead is for the Motor Carrier Specialist. The monthly total compensation lead is 16.4 percent (\$975). However, Federal Motor Carrier Safety Specialists working in California earn more and the State lags by 6.6 percent in total compensation. The MOU mandates that California compares salaries for this classification with the Federal government class.
- ◆ The State lags the Federal government locality pay in the Bay Area by 16.4% and Southern California locality pay by 10.4%. Since both areas are recognized as a very high cost-of-living areas, the lags are not surprising.

Summary of Survey Responses by Other States

A Total Compensation Survey seeks data with regard to all the key components of compensation in order to quantify the total value of those components, and facilitate comparisons of the complete compensation packages offered by various employers. For this Total Compensation Survey, those compensation components are:

The State lags the Federal government locality pay in the Bay Area by 16.4% and Southern California locality pay by 10.4%. Since both areas are recognized as a very high cost-of-living area, the lags are not surprising.

The three classifications that the DPA surveyed separately, and are a supplement to the 2007 Total Compensation Survey conducted by CPS, are the following:

- ◆ Compliance Representative – The journey-level Compliance Representative performs a full range of tax and revenue related tasks needed to fulfill tax revenue and collection services used by the state.
- ◆ Licensing-Registration Examiner – The journey-level Examiner perform the most difficult and sensitive work in driver licensing, vehicle registration, and related areas dealing directly with the public in a Department of Motor Vehicles' assigned field office.
- ◆ Motor Carrier Specialist – The journey-level Inspector is responsible for ensuring that motor carriers are in compliance with State and Federal laws and regulations pertaining to operating, safety, mechanical, preventive maintenance, and hazardous materials handling practices to ensure the safety of the motoring public.

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In total, 15 states received the 2007 Total Compensation Survey and of those, eleven states responded. The federal government data was collected from the Office of Personnel Management website for a total of twelve response organizations.

The following, Table 1 show the states that responded to the survey and the number of matches made for each of the classifications by each state.

Table 1 – Organizations Responding to Survey

Other States	Class Matches
State of Arizona	3
State of Indiana	3
State of Massachusetts	2
State of Montana	3
State of Nevada	3
State of New Hampshire	3
State of New Jersey	3
State of New York	3
State of Ohio	3
State of Oregon	2
State of Utah	3
Federal Government	2

The comparison of California to other states shows that the state leads the other states:

- ◆ The highest California lead is for the Motor Carrier Specialist, \$785 in monthly maximum base salary (17.0%). With benefits added for total compensation, the lead increases to \$975 (16.4%).
- ◆ For compliance representatives the maximum monthly salary lead is \$380 (8.1%) and the total compensation lead is \$704 (11.7%).
- ◆ Licensing-Registration Examiners monthly maximum base salary is \$151 higher (4.2%) and increases to \$258 (5.3%) with total compensation.


Table 2 – State of California Salary Comparison to Other States

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Compliance Representative	\$4,670	\$4,290	8.1%	\$6,005	\$5,301	11.7%
Licensing-Registration Examiner	\$3,588	\$3,437	4.2%	\$4,840	\$4,583	5.3%
Motor Carrier Specialist	\$4,622	\$3,837	17.0%	\$5,954	\$4,978	16.4%

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The current Protective Services and Public Safety Bargaining Contract mandates the comparison of the Motor Carrier Specialist classification and its compensation to the US Department of Transportation Motor Carrier Specialist Investigator. Table 3 provides the comparison.

Table 3 – State of California Motor Carrier Specialist Salary Comparison to US Department of Transportation Motor Carrier Safety Specialist Investigator

 Motor Carrier Specialist													State Relationship to Geographic Area Salary
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Social Security	Monthly Total Compensation	
State of California	Motor Carrier Specialist	\$3,835	\$4,622					\$978	Inc. in medical	Inc. in medical	\$354	\$5,954	\$5,954
Federal Government - Rest of California	Motor Carrier Safety Specialist Investigator	\$3,644	\$4,737		\$237			\$697			\$362	\$6,034	-1.35%
Federal Government - Sacramento Area	Motor Carrier Safety Specialist Investigator	\$3,850	\$5,005		\$250			\$697			\$383	\$6,335	-6.40%
Federal Government - Bay Area	Motor Carrier Safety Specialist Investigator	\$4,217	\$5,482		\$274			\$697			\$419	\$6,872	-15.42%
Federal Government - Los Angeles Area	Motor Carrier Safety Specialist Investigator	\$4,013	\$5,217		\$261			\$697			\$399	\$6,573	-10.41%
Federal Government - San Diego Area	Motor Carrier Safety Specialist Investigator	\$3,893	\$5,016		\$251			\$697			\$384	\$6,348	-6.62%
	Base Salary Median		\$5,016								Base Salary Median	\$6,348	
	Base Salary Mean		\$5,091								Base Salary Mean	\$6,432	
	State Relationship to Median		-8.53%								State Relationship to Median	-6.62%	
	State Relationship to Mean		-10.15%								State Relationship to Mean	-8.04%	

Note: The Federal salary comparison is for four locality pay areas: Sacramento Region, Bay Area, Los Angeles Region, and San Diego Region, and the Rest of the State.

The State lags the Federal government locality pay in the Bay Area by 16.4% and Southern California locality pay by 10.4%. Since both areas are recognized as a very high cost-of-living area, the lags are not surprising.

The comparison shows that the State lags the federal government by 8.5 percent in median monthly maximum salary and 6.6 percent in total compensation.

Cost of Living Comparison

The annual maximum salary level paid by the State of California for each of the three benchmark classifications is the salary comparison. The salaries for each are the following:

- Compliance Rep-\$56,040
- Licensing/Registration Examiner-\$43,056 and
- Motor Carrier Specialist-\$55,464.

The data show that the largest cost element that affects the cost of living in California is the cost of housing and makes the largest contribution to the lower cost of living in other states.

Table 4 – Cost of Living Comparison between California and Surveyed States

Surveyed State	Compliance Representative	Licensing/Registration Examiner	Motor Carrier Specialist
California	100.0%	100.0%	100.0%
Arizona	-58.3%	-67.0%	-58.6%
Indiana	-76.5%	-86.0%	-76.8%
Massachusetts	-34.6%	-37.5%	-34.7%
Montana	-70.4%	-78.8%	-70.7%
Nevada	-41.8%	-47.4%	-42.0%
New Hampshire	-50.0%	-54.6%	-50.1%
New Jersey	-32.4%	-37.9%	-32.6%
New York	-14.2%	-17.0%	-14.3%
Ohio	-73.5%	-82.9%	-73.9%
Oregon	-49.3%	-57.6%	-49.6%
Utah	-73.7%	-81.8%	-74.0%

Source: ERI Relocation Assessor, and statewide data averages are as of April 2008.

The cost of living comparison calculation uses ERI Relocation Assessor data¹ and compares average statewide living costs that include the following: consumables, transportation, health services, housing/utilities/property taxes, income/payroll taxes, and miscellaneous cost elements to calculate the cost of living estimate.

As the data above indicates, the cost of living is lower in the surveyed states. Indiana consistently has the lowest level when compared to California. New York cost of living is only 14.2% lower for those earning a salary comparable to the California Compliance Representative.

¹ ERI Relocation Assessor data is the property of the Economic Research Institute.

Supplemental Appendix 1 Out-of-State Data by Class



Compliance Representative

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Social Security	Monthly Total Compensation
State of California	Compliance Representative	\$3,841	\$4,670					\$978	Inc. in medical	Inc. in medical	\$357	\$6,005
State of Arizona	Tax Analyst II	\$3,603	\$5,294					\$1,125	\$44		\$405	\$6,867
State of Indiana	Tax Analyst 4	\$1,992	\$3,264					\$963	\$62	\$4		\$4,293
State of Massachusetts	Tax Examiner II	\$3,423	\$4,892					\$1,467	\$60	Inc. with dental	\$71	\$6,490
State of Montana	Tax Examiner - Band 5	\$2,364	\$3,546					\$557	Inc. in medical		\$271	\$4,374
State of Nevada	Tax Examiner II	\$2,683	\$4,343	\$88				\$808	Inc. in medical	Inc.	\$63	\$5,301
State of New Hampshire	Tax Auditor I	\$2,364	\$3,135					\$1,536	\$13	Inc. in medical	\$240	\$4,923
State of New Jersey	Taxpayer Service Representative 3	\$3,275	\$4,618					\$897	\$59		\$353	\$5,927
State of New York	Tax Compliance Representative I (SG Code 11)	\$2,678	\$3,283					\$862			\$251	\$4,395
State of Ohio	Tax Commissioner Agent 2	\$3,075	\$3,934					\$754	\$71		\$57	\$4,816
State of Oregon	No Comparable Match											
State of Utah	Compliance Agent II	\$2,853	\$4,946					\$1,044	\$81	\$0	\$378	\$6,449
Federal Government	Tax Specialist	\$3,300	\$4,290		\$214			\$697			\$328	\$5,529

Base Salary Median	\$4,290
Base Salary Mean	\$4,140
State Relationship to Median	8.15%
State Relationship to Mean	11.34%

Number of Comparable Matches	11
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Base Salary Median	\$5,301
Base Salary Mean	\$5,397
State Relationship to Median	11.72%
State Relationship to Mean	10.13%

Data Effective: September 1, 2007



Licensing-Registration Examiner


Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Social Security	Monthly Total Compensation
State of California	Licensing-Registration Examiner	\$3,015	\$3,588					\$978	Inc. in medical	Inc. in medical	\$274	\$4,840
State of Arizona	Motor Vehicle Customer Service Representative	\$2,444	\$3,327					\$1,125	\$44		\$255	\$4,750
State of Indiana	Driver Examiner	\$1,837	\$2,172					\$963	\$62	\$4	\$166	\$3,368
State of Massachusetts	Driver's License Examiner	\$2,741	\$3,929					\$1,467	\$60	Inc. with dental	\$57	\$5,512
State of Montana	License Permit Technician	\$2,028	\$3,042					\$557	Inc. in medical		\$233	\$3,832
State of Nevada	Motor Vehicle Licensing-Registration Examiner	\$2,579	\$4,155	\$88				\$808	Inc. in medical	Inc.	\$60	\$5,111
State of New Hampshire	Licensing Officer	\$2,331	\$3,082					\$1,536	\$13	Inc. in medical	\$236	\$4,866
State of New Jersey	Examination Technician Motor Vehicles	\$2,628	\$3,681					\$897	\$59		\$282	\$4,918
State of New York	Motor Vehicle License Examiner (SG Code 12)	\$2,831	\$3,457					\$862			\$264	\$4,583
State of Ohio	Driver's License Examiner 2	\$2,739	\$3,604					\$754	\$71		\$52	\$4,481
State of Oregon	Transportation Service Representative 2	\$2,388	\$3,437					\$1,007	\$93	Inc. in medical		\$4,536
State of Utah	Tax/Motor Vehicle Tech II	\$2,007	\$3,034					\$1,044	\$81	\$0	\$232	\$4,391
Federal Government	No Comparable Match											

Base Salary Median	\$3,437
Base Salary Mean	\$3,356
State Relationship to Median	4.21%
State Relationship to Mean	6.46%

Number of Comparable Matches	11
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Base Salary Median	\$4,583
Base Salary Mean	\$4,577
State Relationship to Median	5.32%
State Relationship to Mean	5.44%

Data Effective: September 1, 2007

	Motor Carrier Specialist											
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Social Security	Monthly Total Compensation
<i>State of California</i>	<i>Motor Carrier Specialist</i>	\$3,835	\$4,622					\$978	<i>Inc. in medical</i>	<i>Inc. in medical</i>	\$354	\$5,954
State of Arizona	Motor Vehicle Field Office II	\$2,629	\$3,539					\$1,125	\$44		\$271	\$4,978
State of Indiana	Motor Carrier Inspector	\$2,265	\$3,160					\$963	\$62	\$4	\$242	\$4,431
State of Massachusetts	No Comparable Match											
State of Montana	Motor Vehicle Safety Inspector	\$2,384	\$3,576					\$557	<i>Inc. in medical</i>		\$274	\$4,407
State of Nevada	Commercial Vehicle Inspector	\$3,047	\$4,964	\$88				\$808	<i>Inc. in medical</i>	<i>Inc.</i>	\$72	\$5,931
State of New Hampshire	Highway Patrol and Enforcement Officer	\$3,389	\$4,517					\$1,536	\$13	<i>Inc. in medical</i>	\$346	\$6,411
State of New Jersey	Safety Specialist 1, DMV	\$3,275	\$4,618					\$897	\$59		\$353	\$5,927
State of New York	Motor Vehicle Inspector	\$3,019	\$3,837					\$862			\$294	\$4,992
State of Ohio	Motor Carrier Enforcement Inspector	\$2,971	\$3,934					\$754	\$71		\$57	\$4,816
State of Oregon	Motor Carrier Enforcement Officer	\$2,388	\$3,437					\$1,007	\$93	<i>Inc. in medical</i>		\$4,536
State of Utah	Motor Carrier Specialist II	\$2,444	\$3,476					\$1,044	\$81	\$0	\$266	\$4,866
Federal Government	Motor Carrier Safety Specialist	\$3,644	\$4,737		\$237			\$697			\$362	\$6,034

Base Salary Median	\$3,837
Base Salary Mean	\$3,981
State Relationship to Median	16.99%
State Relationship to Mean	13.86%

Base Salary Median	\$4,978
Base Salary Mean	\$5,212
State Relationship to Median	16.38%
State Relationship to Mean	12.46%

Number of Comparable Matches	11
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Data Effective: September 1, 2007

Supplemental Appendix 2 Out-of-State Data by Class

**California Department of Personnel Administration
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TABLE 1 DPA 2007 TOTAL COMPENSATION SURVEY COLA HISTORY			
Agency	General Employees	Professional Employees	Supervisory / Management Employees
DPA	Last 7-1-07 @ 3.4% Next TBD	N/A	N/A
State of Arizona	7-1-07 @ 3% Next TBD	N/A	N/A
State of Indiana	DNA	N/A	N/A
State of Massachusetts	DNA	N/A	N/A
State of Montana	10-01-06 @ 4% or \$1,188 whichever is larger Next 10-10-07 @ 3%	N/A	N/A
State of Nevada	1-1-07 @ 2% Next 7-1-08 @ 4%	N/A	N/A
State of New Hampshire	7-07 @ \$0.51 per hour 1-08 @ 3.5%	N/A	N/A
State of New Jersey	7-7-07 @ 3% Next 7-08 @ 3%	N/A	N/A
State of New York	NA ¹	N/A	N/A
State of Ohio	7-1-07 @ 3.5% Next 7-1-08 @ 3.5%	N/A	N/A
State of Oregon	7-1-07 @ 3% Next 11-1-08 @ 3.2%	N/A	N/A
State of Utah	7-1-07 @ 3.5% Next TBD	N/A	N/A
Federal Government	DNA	N/A	N/A

N/A = Data not applicable

DNA = Data not available

NOTE: New York State does not provide a COLA, but a location pay. NYC, Westchester, Rockland, and Nassau/Suffolk counties receive \$1,302. Orange, Putman, and Dutchess counties receive \$651



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TABLE 2 DPA 2007 TOTAL COMPENSATION SURVEY WORK WEEK			
Agency	General Employees	Professional Employees	Supervisory / Management Employees
DPA	40 hours	N/A	N/A
State of Arizona	40 hours	N/A	N/A
State of Indiana	37.5 hours	N/A	N/A
State of Massachusetts	37.5 hours	N/A	N/A
State of Montana	40 hours	N/A	N/A
State of Nevada	40 hours	N/A	N/A
State of New Hampshire	37.5 or 40 hours	N/A	N/A
State of New Jersey	At least 35 hours	N/A	N/A
State of New York	37.5 hours	N/A	N/A
State of Ohio	40 hours	N/A	N/A
State of Oregon	40 hours	N/A	N/A
State of Utah	40 hours	N/A	N/A
Federal Government	DNA	N/A	N/A

N/A = Data not applicable

DNA = Data not available



TABLE 3
DPA
2007 TOTAL COMPENSATION SURVEY
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL

Agency	General Employees		Professional Employees		Supervisory / Management Employees	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	\$879 or CoBen \$978	\$165 or CoBen \$196	N/A	N/A	N/A	N/A
State of Arizona	\$1,125	\$125	N/A	N/A	N/A	N/A
State of Indiana	\$963	\$290	N/A	N/A	N/A	N/A
State of Massachusetts	\$1,147	\$367	N/A	N/A	N/A	N/A
State of Montana	\$557	DNA	N/A	N/A	N/A	N/A
State of Nevada	\$808	\$122	N/A	N/A	N/A	N/A
State of New Hampshire	\$1,536	\$54	N/A	N/A	N/A	N/A
State of New Jersey	\$897	1.5% of monthly salary	N/A	N/A	N/A	N/A
State of New York	\$862	\$194	N/A	N/A	N/A	N/A
State of Ohio	\$754	\$133	N/A	N/A	N/A	N/A
State of Oregon	\$1,007	\$0	N/A	N/A	N/A	N/A
State of Utah	\$1,044	\$79	N/A	N/A	N/A	N/A
Federal Government	\$697	\$395	N/A	N/A	N/A	N/A

N/A = Data not applicable

DNA = Data not available

All dollar amounts rounded to the nearest whole number



TABLE 4
DPA
2007 TOTAL COMPENSATION SURVEY
EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL

Agency	General Employees		Professional Employees		Supervisory / Management Employees	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	\$90 CoBen Inc. in Med.	\$30 CoBen inc. in Medical	N/A	N/A	N/A	N/A
State of Arizona	\$44	\$54	N/A	N/A	N/A	N/A
State of Indiana	\$62	\$0	N/A	N/A	N/A	N/A
State of Massachusetts	\$60	\$15	N/A	N/A	N/A	N/A
State of Montana	Incl. in medical	DNA	N/A	N/A	N/A	N/A
State of Nevada	Incl. in medical	Incl. in medical	N/A	N/A	N/A	N/A
State of New Hampshire	\$123	\$0	N/A	N/A	N/A	N/A
State of New Jersey	\$27	\$27	N/A	N/A	N/A	N/A
State of New York	DNA	DNA	N/A	N/A	N/A	N/A
State of Ohio	\$71	\$0	N/A	N/A	N/A	N/A
State of Oregon	\$93	\$0	N/A	N/A	N/A	N/A
State of Utah	\$81	\$4	N/A	N/A	N/A	N/A
Federal Government	\$0	DNA	N/A	N/A	N/A	N/A

N/A = Data not applicable

DNA = Data not available

All dollar amounts rounded to the nearest whole number



**TABLE 5
DPA
2007 TOTAL COMPENSATION SURVEY
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION**

Agency	General Employees		Professional Employees		Supervisory / Management Employees	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	\$9	\$0	N/A	N/A	N/A	N/A
State of Arizona	\$0	\$17	N/A	N/A	N/A	N/A
State of Indiana	\$4	\$6	N/A	N/A	N/A	N/A
State of Massachusetts	Incl. with dental	DNA	N/A	N/A	N/A	N/A
State of Montana	DNA	\$22	N/A	N/A	N/A	N/A
State of Nevada	Incl. in medical	Incl. in medical	N/A	N/A	N/A	N/A
State of New Hampshire	Incl. in medical	Incl. in medical	N/A	N/A	N/A	N/A
State of New Jersey	DNA	DNA	N/A	N/A	N/A	N/A
State of New York	DNA	DNA	N/A	N/A	N/A	N/A
State of Ohio	\$18	\$0	N/A	N/A	N/A	N/A
State of Oregon	Incl. in medical	\$0	N/A	N/A	N/A	N/A
State of Utah	\$0	\$16	N/A	N/A	N/A	N/A
Federal Government	\$0	DNA	N/A	N/A	N/A	N/A

N/A = Data not applicable

DNA = Data not available

All dollar amounts rounded to the nearest whole number



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TABLE 6
DPA
2007 TOTAL COMPENSATION SURVEY
RETIREMENT PRACTICES

AGENCY	Type of Retirement	PERS/Ind. Employee Portion	PERS/Ind. Employee Portion Paid by Employer	Retirement Benefit	Retirement Formula	Social Security Practices	Employer Retirement Contribution
DPA	PERS	5%	0%	2% @ 55	Avg. Highest 3 Years	7.65%	16.6%
State of Arizona	Arizona State Retirement System	9.1%	0%	2.1% @ 0-19.99 yrs. to high of 2.3% @ 30 yrs.	Highest 36 consecutive months in last 10 years	7.65%	20%
State of Indiana	PERF	N/A	3% to annuity fund	1.1%	Highest 5 consecutive years	7.65%	N/A
State of Massachusetts	Mass. State Retirement Plan	9% or 11% if salary > \$30,000	0%	Age X yrs. of service X salary	Highest 3 years	1.45%	0%
State of Montana	PERS	6.9%	6.9%	2% X highest 3 years	Highest 3 years	7.65%	6.9%
State of Nevada	ER and EE Plan or ER only Plan	10.5% under ER/EE Plan	0%	2.5% prior to 7-1-2001 and 2.67% after 7-1-2001 X yrs. of service	Highest 3 years	.5 FTE pay 7.65% FT 1.45%	10.5% for ER/EE Plan or 20.5% for ER only plan
State of New Hampshire	NH Retirement System	5.0%	0%	Avg. final comp X Service credit	Highest 3 years	7.65%	8.74%
State of New Jersey	PERS	5.5%	0%	Yrs. of Service/55 X Final Avg. Comp	Last 36 months	DNA	0%
State of New York	Employees Retirement System	3%	0%	1.66% w/20 yrs	Highest 3 years	7.65%	10.84%
State of Ohio	OPERS	9.5%	0%	2.2% X final salary X yrs of service	Avg. of highest 3 years	1.45%	13.77%
State of Oregon	PERS	DNA	100%	1.67% X yrs. of service	Avg. highest 3 years	7.65%	DNA
State of Utah	Utah Retirement System	0%	N/A	2% X Yrs of service	Highest 3 yrs.	7.65%	14.21%
Federal Government	FERS	DNA	DNA	1% of highest 3 years x 3 of years	Average of 3 years	7.65%	11.5%

N/A = Data not applicable

DNA = Data not available



**TABLE 7
DPA
2007 TOTAL COMPENSATION SURVEY
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY AMOUNT PAID BY EMPLOYER**

Agency	General Employees	Professional Employees	Supervisory / Management Employees
DPA	Retiree Only \$439 Medical \$35 Dental Retiree/Spouse \$823 Medical \$62 Dental Retiree/Family \$1,042 Medical \$90 Dental	N/A	N/A
State of Arizona	No contribution to retiree health	N/A	N/A
State of Indiana	N/A	N/A	N/A
State of Massachusetts	Retiree Only \$124 Medical, \$24 Dental Retiree/Spouse \$288 Medical, \$58 Dental Retiree/Family \$288 Medical, \$58 Dental	N/A	N/A
State of Montana	N/A	N/A	N/A
State of Nevada	Retiree Only \$360 Medical, Dental included Retiree/Spouse \$639, Dental included Retiree/Family \$530, Dental included	N/A	N/A
State of New Hampshire	Retiree Only < 65 \$834, 65+ \$413 Medical only Retiree/Spouse \$1,667 Medical only Retiree/Family \$2,251 Medical only	N/A	N/A
State of New Jersey	DNA	N/A	N/A
State of New York	Retiree Only \$412 Medical only Retiree/Spouse NA Retiree/Family \$862 only	N/A	N/A

TABLE 7
DPA
2007 TOTAL COMPENSATION SURVEY
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY AMOUNT PAID BY EMPLOYER

Agency	General Employees	Professional Employees	Supervisory / Management Employees
State of Ohio	Based on years of service	N/A	N/A
State of Oregon	Retiree Only \$60 Medical	N/A	N/A
State of Utah	Retiree Only \$388 Medical only Retiree/Spouse \$800 Medical only Retiree/Family \$1,068 Medical only	N/A	N/A
Federal Government	Retiree Only \$697	N/A	N/A

N/A = Data not applicable

DNA = Data not available

All dollar amounts rounded to the nearest whole number



TABLE 8
2007 TOTAL COMPENSATION SURVEY
LEAVE PRACTICES GENERAL EMPLOYEES

Agency	Vacation Leave										Sick Leave		Holidays
	Year 1		Year 5		Year 10		Year15		Year 20				
	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	
DPA	10.5	10.5	15	15	18	18	19.5	19.5	21	21	12	No Max	14
State of Arizona	12	30	15	30	18	30	21	30	21	30	12	No max	10
State of Indiana	12	No max	15	No max	20	No max	20	No max	25	No max	9	No max	12
State of Massachusetts	12	DNA	15	DNA	20	DNA	20	DNA	25	DNA	15	DNA	11 13 in Suffolk Co.
State of Montana	15	15	15	30	18	36	21	42	24	48	12	No max	10.5
State of Nevada	15	30	15	30	18	30	21	30	21	30	15	No max	11
State of New Hampshire	12	12	15	32	18	38	18	38	21	44	15	120	10
State of New Jersey	12	12	12	24	15	30	20	40	25	50	15	DNA	13
State of New York	13	40	18	40	20	40	21	40	22	40	13	200	12
State of Ohio	10	30	15	45	20	60	22.5	67.5	25	75	10	No max	10
State of Oregon	12	DNA	15	DNA	18	DNA	21	DNA	24	325	12	No max	10+3 Personal
State of Utah	13	320	16.25	320	19.5	320	N/A	N/A	22.75	320	13	No max	11
Federal Government	13	240	13	240	17	240	17	240	20	240	13	No max	10

N/A = Data not applicable
DNA = Data not available



California Department of Personnel Administration
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TABLE 9
DPA
2007 TOTAL COMPENSATION SURVEY
LONGEVITY, DEFERRED COMP, & INCENTIVE PAY

Agency	Longevity	Deferred Compensation	Incentive & Bonus Pay
DPA	N/A	N/A	N/A
State of Arizona	None	N/A	2.75% group performance pay
State of Indiana	None	\$15 per pay period	\$284 annual spot bonus
State of Massachusetts	Bargaining issue	N/A	None for general employees
State of Montana	1.5% @5 yrs; 2.0% @10 yrs; 2.0% @ 15 yrs; 2.0% @20 yrs; 1.5% @ 25 yrs; 1.5% @ 30 yrs. uninterrupted state service	N/A	N/A
State of Nevada	8 yrs.-\$75 semi-annual 10 yrs.-\$125 semi-annual 15 yrs.-\$275 semi-annual 20 yrs.-\$525 semi-annual 25 yrs.-\$800 semi-annual 30 yrs.+ \$1,175 semi-annual	N/A	N/A
State of New Hampshire	\$300 after 10yrs; and \$300 for each additional 5 yrs.	N/A	N/A
State of New Jersey	N/A	N/A	N/A
State of New York	5 yrs. \$750 annually 10 yrs. additional \$750 annually	N/A	N/A
State of Ohio	0.5% * # of years of service * 1 st step of pay range-starts at 5 years of service, max out at 20 years	N/A	N/A
State of Oregon	N/A	N/A	N/A
State of Utah	8+ yrs. service & at max salary receive 2.75% salary increase each year	1.5%	N/A
Federal Government	N/A	5%	N/A

N/A = Data not applicable
DNA = Data not available



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TABLE 10 DPA 2007 TOTAL COMPENSATION SURVEY RECRUITMENT & RETENTION CONCERNS	
Agency	Recruitment & Retention
DPA	No Comments
State of Arizona	No Comments
State of Indiana	Motor Carrier class has retention problem because of low pay.
State of Massachusetts	Compliance Representative recruitment problem, want to hire a candidate with any degree.
State of Montana	No Comments
State of Nevada	Compliance Representative retention problems. Motor Carrier Sp. Are difficult to recruit & retain, salary problem.
State of New Hampshire	No Comments
State of New Jersey	Taxpayer Service Representatives are not difficult to recruit, but are difficult to retain because they work in call-in and walk-in centers and stress is high.
State of New York	No Comments
State of Ohio	No Comments
State of Oregon	No Comments
State of Utah	No Comments
Federal Government	No Comments

NA = Data not applicable
DNA = Data not available



Supplemental Appendix 3 Copy of Survey Instrument

State of California
Department of Personnel Administration
2007 Total Compensation Survey

INTRODUCTION AND GENERAL INSTRUCTIONS

The State of California, Department of Personnel Administration is conducting a Total Compensation Survey for three benchmark classes. We would greatly appreciate your assistance in collecting the requested information.

This Total Compensation Survey instrument is comprised of five sections:

- The first section asks some general information questions with respect to your agency.
- The second section represents the Total Compensation Survey and provides structured salary data collection sheets on page 4. The descriptions for these survey classes are provided on page 5. If your agency has a comparable class, please provide the requested information.
 - Note that the monthly minimum and maximum salary provided to your agency's comparable class is requested.
 - Please list the bargaining group that represents each of your agency's classes that you are able to match to the survey classes.
 - Please list the number of budgeted positions and filled positions for each comparable classification
- The third and fourth sections of this survey (pages 6-9), provides structured benefits data and retirement information collection sheets. This information is particularly critical to our efforts to survey for Total Compensation.
- The fifth section of this survey (page 10), requests information on recruitment and retention issues.

In completing the survey, we ask that you do the following:

1. Please complete all sections of the questionnaire using the **September 1, 2007** salary and benefit information for your agency's classification that matches the benchmark classification.
2. Please include copies of your agency's salary schedules, organization charts and the classification specifications for the comparable classes, or provide the website address where this information may be found.
3. Please email the completed survey by **September 21, 2007**, to LiisaRohmer@dpa.ca.gov
4. If you have any questions about the survey or any of the data being requested, please contact Liisa Rohmer by e-mail or at (916) 324-3865.

Thank you for your cooperation and participation.

State of California, Department of Personnel Administration
Total Compensation Survey

PARTICIPATING AGENCY CONTACT INFORMATION

Please complete the following information so that we can track responses and follow-up as necessary.

Agency Name

Address

Contact Name

Title

Telephone Number

Fax Number

E-mail Address

State of California, Department of Personnel Administration
2007 Total Compensation Survey

I. GENERAL INFORMATION

Please provide information concerning cost-of-living-adjustment (COLA) increases for the following:

- General Employees Last COLA Date _____ Amount _____
Next COLA Date _____ Amount _____

Please provide the number of hours per week (40, etc.) considered to be full time employment with your agency for the following:

- General Employees_____

State of California, Department of Personnel Administration
2007 Total Compensation Survey

II. COMPENSATION SURVEY

Salary Data Collection Sheets – Refer to Descriptions on Page 5.

#	Survey Class Title	Your Agency's Class Title	Min. monthly salary (as of 9/07)	Max. monthly salary (as of 9/07)	Bargaining Unit of matched class	Number of budgeted positions	Number of filled positions
1	Compliance Representative						
2	Motor Vehicle Licensing-Registration Examiner						
3	Commercial Vehicle Inspector						

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#	SURVEY CLASS	CLASS DESCRIPTION
1	Compliance Representative	This is a journey level class that performs a full range of tax and revenue related tasks needed to fulfill tax revenue and collection services used by the state. Positions provide assistance to business entities, or taxpayers to ensure compliance with tax laws, collect delinquent taxes or other debts, and perform a variety of compliance and collection functions. They ensure compliance with personal, corporation and employer tax laws, and other revenue programs. Positions may serve in technical, staff and administrative roles to fulfill various aspects of compliance and collection work, including collection, registration, revocation, and, in some cases, preliminary criminal investigation. Education: One year of experience performing tax compliance or debt collections work. OR graduation from college, which must include at least one course each in basic accounting or Federal or State taxation and business or commercial law; and one course in either economics, business administration, or public administration.
2	Motor Vehicle Licensing-Registration Examiner	Under general direction, the journey-level Examiner perform the most difficult and sensitive work in driver licensing, vehicle registration, and related areas dealing directly with the public in a Department of Motor Vehicles' assigned field office. At least 50% of any duties involve giving practical performance tests to applicants. Two years of experience in the Department of Motor Vehicles is required.
3	Commercial Vehicle Inspector	Under general supervision, the journey-level inspector is responsible for ensuring that motor carriers are in compliance with State and Federal laws and regulations pertaining to operating, safety, mechanical, preventive maintenance, and hazardous materials handling practices to ensure the safety of the motoring public. The inspector prepares comprehensive written reports of inspections conducted; makes detailed investigations of vehicles involved in accidents to determine if the cause was mechanical, and when called upon, serves as a technical expert on a multidisciplinary accident investigation team to investigate complex or multiple fatality motor vehicle accidents. Four years of experience in journey level mechanics including mechanical repair and preventive maintenance program or automotive or mechanical engineering experience.

State of California, Department of Personnel Administration
2007 Total Compensation Survey

III. BENEFITS SURVEY

- This is a survey of your employee benefits and costs as of **September 1, 2007**.
- If employees do not receive a specific benefit, please enter "NA" for "not applicable" in the appropriate columns.
- Please report all premiums as a monthly cost.

Retirement Contribution Practices	General Employees
What is the total Employer contribution, as a percentage of base salary?	
What is the total Employee contribution, regardless of who pays it, as a percentage of base salary?	
What is the percentage of the Employee contribution paid by Employer (if applicable)?	
What is the percentage of the Employee contribution paid by the Employee (if applicable)?	
Deferred Compensation Practices	General Employees
What is the maximum Employer contribution (enter as dollars or percentage of base salary)?	
Longevity Pay Practices	General Employees
Enter the amount paid per month, in dollars, or as a percentage of salary, for premium pay based on length of service. Enter each level of longevity pay including the year of service and corresponding pay amount.	
Incentive/Bonus Pay	General Employees
If you have an incentive or bonus pay program, provide the average amount paid across the organization at the last payout and the date of last payout. Please attach the policy.	
Social Security	General Employees
Indicate whether your agency participates in Social Security at the full rate of 7.65% (Medicare and FICA), or 1.45% (Medicare only).	

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Cafeteria Plan Practices - If your agency has a cafeteria plan provision, please answer the following questions.	General Employees
Enter maximum monthly amount paid by employer	
Enter maximum monthly amount paid by employee	

For health-related benefits, provided separate from a cafeteria plan, please base your responses on the **most commonly selected plan** (combined employer and employee contribution) for family coverage.

Medical Insurance Costs	General Employees
List the employer's maximum contribution for full family coverage (for the most commonly selected plan).	
List the employee's maximum contribution for full family coverage (for the most commonly selected plan).	
Dental Insurance Costs	General Employees
List the employer's maximum contribution for full family coverage (for the most commonly selected plan). If cost is included in medical, indicate by entering "inc."	
List the employee's maximum contribution for full family coverage (for the most commonly selected plan).	
Vision Insurance Costs	General Employees
List the employer's maximum contribution for full family coverage (for the most commonly selected plan). If the cost is included in medical, indicate by entering "inc."	
List the employee's maximum contribution for full family coverage (for the most commonly selected plan).	

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Vacation Leave	General Employees	
Enter the number of days accrued per year for each year of service, as well as the maximum amount that can be accrued in that year.	Annual Accrual	Max Accrual
Year 1		
Year 5		
Year 10		
Year 15		
Year 20		
Maximum Accrual Rate		
List the year of service for maximum accrual		
Sick Leave	General Employees	
List the number of days per year and the maximum accrual.	Annual Accrual	Max Accrual
Holidays	General Employees	
List the number of holidays provided each year to each group.		

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IV. RETIREMENT INFORMATION	
Retirement Benefit Information	General Employees
What is the retirement formula provided to employees (e.g. <u>2% @ 55</u> , etc.)?	
What is the compensation component of your agency's retirement formula (e.g. highest year, etc)?	
Please list the retirement plan your agency provides to employees (e.g. 37 Act, CalPERS, etc.).	
What is your agency's vesting policy for eligibility for retirement (e.g. employee must have at least 5 years of service to be eligible)?	
<p>What is the monthly amount paid by the employer for retiree medical coverage for the following categories? Please use the most common medical plan as the basis for the premium (e.g. Kaiser, Blue Shield HMO, etc.) and identify what the most common plan is.</p> <p style="text-align: right;">Retiree Only</p> <p style="text-align: right;">Retiree and Spouse</p> <p style="text-align: right;">Retiree and Family</p> <p style="text-align: right;">Most Commonly Used Plan</p>	
<p>What is the monthly amount paid by the employer for retiree dental coverage for the following categories? Please use the most expensive dental plan as the basis for the premium and identify what the most common plan is.</p> <p style="text-align: right;">Retiree Only</p> <p style="text-align: right;">Retiree and Spouse</p> <p style="text-align: right;">Retiree and Family</p> <p style="text-align: right;">Most Commonly Used Plan</p>	
<p>Does your agency have a vesting policy for eligibility for retiree medical and/or dental (e.g. employee must have at least 5 years of service to be eligible)?</p> <p>If yes, what is the eligibility requirement?</p>	

V. RECRUITMENT AND RETENTION INFORMATION

For the classifications included in this survey, does your state have employee recruitment and retention problems? If so, please check the affected classifications in the following list.

Compliance Representative	Yes___	No___
Motor Vehicle Licensing-Registration Examiner	Yes___	No___
Motor Carrier Specialist	Yes___	No___

Please explain what steps you are taking to help alleviate any recruitment and retention problems.
